G. R. S. IX-5]

Previous references.

1914 — 15
1921 .
(8853 .)

File No. 175-14

Serial Nos. 1—2

Later references.

GENERAL AND REVENUE SECRETARIAT.

P

Serial Nos. 2

Part B for Dec 915

SUBJECT.

Provident fund scheme for the aided schools in the State

No. 2890-1/Edn dt 21.12.1915

To

The Secy. of Govt
& The Secy. Life Insce Comt.

Govt consider it unnecessary to grant any subvention on account of the Provident fund for aided schools etc

WD 1888—GPB—16,826—23-7-21

G. R. S. 12]

General and Revenue Secretariat.

Edn File No. 175 of 1914

5

Serial No.	
72A	From Mr. S. Santappa, Secy. Hindu Teachers' committee, d 9.5.15 Forwards copy of a letter from the Rev. J. Stewart, Secy, United Free Church of Scotland Mission, Madras, stating that the Madras Govt. allows contributions towards Provident funds
73A	From Ditto d 12.5.15 In contn of the above forwards copy of a letter from the Head master of Hindu High School, Madras, stating that the Madras Govt. gives an amount of grant equal to the amount contributed by the management
76A	From Do. d 17.5.15 Repeats the request.

Letter d 8.5.15 & 10.5.15 are in the file. Secretariat

NOTE--Contn sheet

GPB—25,000—22-3-15

G. R. S. 12]

General and Revenue Secretariat.

Educn File No. 175 — of 191 4

16

Serial No.	
	16 The proposal to institute a Provident Fund for the teachers in aided Schools deserves consideration on its merits quite apart from the admission of aided ~~teachers~~ School teachers to insurance in the Govt Insurance Fund.
	17 In Govt. schools the teachers employed are sewants of Govt like other sewants of Govt they are entitled to a pension after a certain time when through old age or incapacity they are no longer able to work & earn a regular salary. It will be noticed that the pension is entirely paid by Govt & that the employé does not contribute in any way towards it.
	18 The scheme of a Provident Fund now proposed is intended to make a provision for the teacher's old age & one chief element in it is that the Manage-ment contributes towards the provision in a manner similar to the Govt granting a pension. To the extent that Managers of schools recognise this as a duty they owe towards their employees it is, I think

NOTE—Contn. sheet.

GPB—25,000—22-3-15

2477

G. R. S. 12]

General and Revenue Secretariat. | Edn File No. 175 of 1914

7

Serial No.

a good sign of a growing spirit of enlightenment & deserves to be fostered. In the scheme proposed for the W.M. School, ~~of~~ the teachers contribute 1 anna per rupee of their pay & the management contributes a similar amount. The prayer addressed Govt is that Govt: should make a grant of a similar amount.

19. In Travancore on the recommendation of a Committee a provident Fund scheme has been started Govt, the management & the Teacher contribute each a third.

SKG.

20 In Madras a scheme is said to be under consideration, but in the meanwhile the managers contribution to the Provident Fund is treated as part of the expenditure of the school for purposes of calculating the Govt grant-in-aid.

21. The action of these two Govts shows that they accept the principle of Govt contributing in some measure towards the Provident Fund.

22 If the necessity & ~~the~~ desirability of instituting a P.F. Scheme for teachers in aided schools is recognised & the principle

NOTE—Contn. sheet.

GPB—25,000—2-11-14

2477

G. R. S. 12]

General and Revenue Secretariat. | Ex A | File No. 175 | of 1914.

Serial No.	
	of a Govt contribution a a grant-in-aid is admitted, further details can be worked out.
	23 In Travancore the Fund is administered by Govt. & the Madras scheme probably contemplates Govt management. Here also Govt. management would be the most suitable arrangement. (1st member) CSB 2/6/15
	24 I agree with the Secretary that the scheme is not one to be rejected summarily.
	25 Can an estimate be made of what it would cost to Govt if the Chief aided schools participate in the scheme? Of course it would not apply to European employees. 5/6/15
	26 I believe there is a printed list of aided Schools & their Staffs - Also issued by the Dept - Please work out for each class of school - High, Secondary or Primary — the no of schools, the no. of employees (Indian), the monthly salary - , then calculate contribution to Provident Fund at 1anna in the rupee by party, management & Govt. CSB 8/6

NOTE—Contn. sheet.

GPB—25,000 2-11-11

5 x 7

General and Revenue Secretariat.

Edn File No. 135 of 191 4

9

Serial No.				
7	High Schools including Sanskt. Colleges at Nagpur & Melkote	165	4703-0-0	293-15-0
63	Lower Secondary Schools	324	4532-0-0	283-4-0
1425	Primary Schools	1759	13752-0-0	859-8-0
1495		2248	22987-0-0	1436-11-0

This would represent the maximum. It is not proposed to make the Provident Fund compulsory. It is only when the management & the teachers agree that it will have to make a contribution. For the present I do not think that the cost will exceed Rs 1000 a year as it is very unlikely that any of the Primary schools & perhaps several of the Lower Secondary schools will take advantage of the scheme by 26/8/15

To the D.G. of Edn. 2409 15.9.15

Regrets a statement showing the no. of aided schools, the no. of Indian Employees in them, their monthly salary & the amount of contribution payable at 1 anna in the Rupee.

Do. no. 2088 11.8.15

27 Submits a statement. The information is as follows:—

No. of Employees | Salary | contribution

28 The figures given are only approximate, and the D.G. is of opinion that from Rs. 1500 per mensem or Rs. 18000 per annum the Amount of contribution payable by Govt. may be expected to rise to Rs. 25000 per annum within the next two years.

29 It is also stated that if the arrangement of the party paying 1 anna in the Rupee, & the management and the

GPB 25,000 2.11.11

613

10

G. R. S. 12]

General and Revenue Secretariat.

E&U File No. 175 of 1914

Serial No.

Govt. both paying an equal amount separately, would is approved of, the party gets three times as much as he would have paid; whereas in the case of a Govt. servant he pays one-tenth of his pay and gets back only as much as he would have paid in the State Life Insurance

30 If any contribution is to be paid by the Govt. Br. II has also to be consulted in the matter.

But does he not get a pension in addition. The object of the Provident Fund is to be a substitute for pension & gratuity

S.O. to 31 May Branch II be consulted 25.8.15 Secretary regarding rules of that Fund & the amount which may be allowed out of that fund to the person.

Hs 26/8

2 Br II may be consulted — I agree with the Balasubramaniam — Their suggestions may be noted.

26/8/15

33 Branch II

Hs 26/8

Subd. 34 28.8.15

The particular case of the Employees of the Wesleyan Mission

NOTE—Contn. sheet.

Fd W.O. 347 of 15-16

GPB—25,000—30-4-15.

General and Revenue Secretariat.

File No. 1/B/ of 1914

11

Serial No.

School cannot be sanctioned unless ~~the case is taken~~ out entering into the general question of making similar contributions in case of all Private Schools is sanctioned and until a rule allowing such grants in aid being given is introduced in the Grant-in-aid Code - The Grant-in-aid Code as it stands at present does not contain any provision for giving grants towards pensions or provident funds.

35 The Scheme put forward by the Mission Teachers is not acceptable because (1) the management of the fund will not vest with Govt - an essential condition to guarantee its safety and to ensure uniform administration.

4

(2) Rule 8 reserves too much power to the discretion authority who might misuse it.

~~(3) it is not clear how~~

36 Regarding the general question, it is not difficult fair to make a comparison between a Schoolmaster under Govt and one in a private School. The former just like other Govt servants gets pension which is to be regarded ~~not~~

NOTE—Contn. sheet.

GPB—25,000—30-4-15.

Serial No.

only as deferred pay. The latter first like ~~those~~ others serving private employers does not get pension but to compensate for this may get more pay than he would get if under Govt. He may be regarded as getting at once all the pay he earns while his brother master under Govt immediately gets only a part of his pay he earns. The other part being given to him when he retires in the shape of a pension.

3) If the employer and the employees start a Provident fund for the use of the latter it does not necessarily follow that Govt should ~~subscribe for it~~ pay something to it. ~~But in that case~~ ~~there~~ But because Govt is giving its Grants in aid in so many ways for encouraging Education and contributing a share to the provident fund in such cases is one of the recognised modes of subscription there is not much fin! objn to a Scheme of contribution in such cases being framed & Govt should ~~there~~ — an essential condition being that Govt should have sufficient control over the management ~~of~~ to see that the interests of all are safeguarded & that (I fear) the funds are kept in fact by Treasuries

29

388

NOTE--Contn. sheet.

GPB—25,000—28-3-17.

Serial No.

38 Adopting the estimate of the Inspector General of Education the proposal under discussion is nothing more nor less than increasing the grants to aided schools to the extent of Rs. 18,000 to 25,000 per annum. Whatever be the merits of the scheme, as it is not an urgent one I think it cannot be sanctioned in the present financial condition.

39 Government would of course have no objection to ~~one~~ a part of the grant ~~if~~ it gives to educational institutions being ear-marked as Provident Fund Contribution out that is evidently not what is desired. It is desired that the existing grants-in-aid should continue at their present level and an additional grant-in-aid should be sanctioned to meet the Provident Fund contribution. That is where the financial objection to this scheme lies.

40 It can easily be proved that a Provident Fund on the basis of one anna in the Rupee deduction from pay and that 2 annas addition from outside is far more profitable to the individual than pension under existing rules. In the Railway Department, for instance, the Provident Fund is worked on the basis of 1/12th deduction from pay and a contribution from the employer which varies from 50 to 100 % of the employee's contribution. This is considered as approximately equivalent to pension. The demand for a Provident Fund on the basis of 200 % additional contribution is I think, extravagant.

41 I think if a Provident Fund is to be opened it may be on the basis of 100% contribution by the

NOTE- Contd. sheet

G. R. S. 12]

613

General and Revenue Secretariat.

Edu File No. 175 of 1914

14

Serial No.	

the employer only. Government may undert
the Fund if required, and the Government
may take tne form of a favourable rate o
on the deposits.

for VI) 9/9/15

42 Submd. with the opinion of the Financial Department.

Sd. HL 10.9.15

43 11/9

44 Without some kind of Govt help it is very doubtful if Provide Agency except perhaps in Basic wd start a Provident fund. The offer to pay a favourable rate of interest on the deposits will not probably be considd a sufficient concession. The amount of Govt contribution may be fixed at 50 per cent of the individual contributions deducted from the employees' pay if the employer is prepared to contribute the same amount as the employee. Otherwise the scheme may be dropped as regards Govt & the I.P.S.

1st November

15/9/15

NOTE.—Contin sheet

GPB—5,000—26 6 11

613

R. S. 12]

General and Revenue Secretariat.

Edn File No. 175 of 1914

15

Serial No.

45 It is not quite fair to assume that a provident fund & an insurance scheme are the same, for in the insurance, there is the great advantage of getting the full ~~bonus~~ bonus even in case of premature death.

46 I think that the Secretary has suggested a fair compromise; if the teachers & other employers each pay an anna in the rupees, Govt may add ½ anna. The suggestion may be made to Pattis & if they can manage to interest a reasonable number of men & agencies to co-operate, he may seriously consider the scheme.

Dewan 18/9/15

47 This subject may be discussed at more than one meeting of Council before a decision is reached.

20/9

1584
21.9.15

NOTE--Contn. sheet.

GPB—20,000—30-6-15

9.11.15 RB

43

G. R. S. 12]

General and Revenue Secretariat.	File No. 175 of 1914.
Serial No.	

48 to Govt Secretary for favour of further action

10/11/15 — 49 10/11

C.S. on duty 11/11

49 (Xmas) 17.11.15.

NOTE—Contn. sheet.

GPB—20,000—30-6-15

For disposal at a Meeting.

Gon 175-4

No. C. 255

12.11.1915

11

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Outside the Schedule).

Provident Fund Scheme for aided schools in the State.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

D. M. Narasimha Rao.

Secretary to Government.

11th November 1915.

Extraordinary Member of Council. Seen by the Extraordinary Member 17.11.15. 17/11

First Member of Council. Seen by the First Member of Council.

Second Member of Council. 15/11 15/11

GPB—1,000—3-2-14

G. R. S.

Eou 174-144 18

Extract from the Proceedings of the 367th Meeting of the Council of His Highness the Maharaja, held at BANGALORE on the 1st December 19 15.

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11. SUBJECT. - (Outside the Schedule).

Provident Fund Scheme for aided schools.

OPINION OF THE COUNCIL.

50

Since Government insurance has been thrown open to the officials of aided schools, the proposal need not be sanctioned.

Sd/- M. Visvesvaraya.

Dewan of Mysore.

"Extract"

D. M. Narasimhaiya

Secretary to Government,
General Department.

GPB—2,000—5-5-10

613

14

G. R. S. 12]

General and Revenue Secretariat.

File No. 175 of 1914

Serial No.

Extract from the Proceedings of the Council is put up.

51 Forwarded with compliments to the Secretary to Government, Depts. of Education & Agriculture for favour of necessary further action.

By Order,

D. M. Narasinga Rao 2/12

Secretary to Government,
General Department.

Sir
Please send up a draft order

4 4
2/12/15 3/12

Ag. SO
6/12/15

NOTE—Contn. sheet.

W. D. 135—GPB—200—29-7-15

49

G. R. S. 12]

General and Revenue Secretariat. | Edu File No. 175 of 1914

	Serial No.	
		53 A draft G.O. is put up as directed.
A	54	Attention is respectfully invited to the Dewan's orders dt 9.11.15. 8/12 Draft may be approved (300 6.12.15 copies) A cheque in clearance of amount as the Council, the Superintendent (Examined further) Dy/ 7/12 Draft approved Dy 10/12 1914. Draft approved by Finat member 16.12.15.
B	2.	To the Dy of Education. Sec'y State Life Insurance Committee. no. 2890-1 21.12.915. Informs that a provident fund will not be sanctioned Restriction any Subvention or other concession and enforces

NOTE—Contn. sheet.

GPB—20,000—30-6-15

21

G. R. S. 12]

General and Revenue Secretariat.

Gen. File No. 175 of 1914

Serial No.	
	the Same to the Sec.y Provident fund committee M.M High School, Bangalore.

NOTE.—Contn. sheet.

GPB– 20,000—30-6-15

DIARY No. 2427

19-15
SECTION
FILE No. 175-14
SERIAL No. 1

Edn. 81]

OFFICE OF INSPECTOR-GENERAL OF EDUCATION IN MYSORE.

No. 16363 ----- Enc. 2
731

Bangalore, 31st March *1915*.

From

RAO BAHADUR M. SHAMA, RAO, ESQ., M. A.,
Inspector-General of Education in Mysore.

To C.S. Balasundaram Iyer, Esq., B.A.,
Secretary to the Government of
His Highness the Maharaja of Mysore,
Departments of Education and Agriculture,
Bangalore.

SIR,

I have the honour to forward herewith letter dated 10th February 1915 addressed to you by the Secretary, Provident Fund Committee, Wesleyan Mission High School, Bangalore, submitting for the favourable consideration and sanction of Government, a Memorandum on a Scheme for a Provident Fund for the Teachers of the Wesleyan Mission High School, Bangalore, and to state that as the benefits of the State Life Insurance Scheme have been extended to the teachers of all Aided Schools (Vide Government Order No.Fl.5008-10/B.47-13-1 dated 24th April 1914), there is no necessity for a Provident Fund, partially supported with contributions by Government, as contemplated by the promoters of the scheme.

I have the honour to be,
Sir,
Your most obedient servant,

Assistant to the Inspector General
For Inspector General
(Absent from Station).

TNR.

Edn 115-14-12

To. S. Balasundaram Iyer Esqr. B.A.,
Secretary to the Government of Mysore
in the Department of Education.

Through the Inspector-General of Education in Mysore,
Bangalore.

Respected Sir,

I respectfully beg to submit for favourable consideration and sanction of Government, a Memorandum on a Scheme for a Provident Fund for the Teachers of the Maharaja's High School, Bangalore City, together with a Statement showing the objects and reasons for the same.

The Teachers of the said High School most humbly pray that the Government of their Highness the Maharaja of Mysore, will be pleased to sanction this Scheme bestowing some relief to Teachers in their old age.

I beg to remain,
Respected Sir,
Your most obedient servant,
Venkata Rao.
Secretary to the Committee.

10th Feby. 1915.
Bangalore City.

Encl to con 1 to 1 3

MEMORANDUM on a Scheme for a Provident Fund for Teachers in the Aided Institution of the Wesleyan Mission High School, Bangalore.

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1. The advantages of a Provident Fund for the teachers in aided schools are so well known that it is unnecessary to detail them here. Such a scheme will attract efficient and qualified teachers, and make the staff permanent—an immense gain to any school. To the teachers it will afford certain comfort in their old age, and help them to end their days without experiencing the pinch of poverty, while, in case of death, it would be of untold blessing to the family deprived of its bread-winner.

2. It is a well-known fact that aided education is the cheapest. It costs Government several hundreds of rupees per month, besides pension charges, to maintain the local Government High School, but the Government gives a grant of only Rs. 310 a month to the local Wesleyan Mission High School which has on its roll nearly twice as many students as the other. Teachers in aided schools spread education and enlightenment among the children of the soil as do those in Government Service, and contribute their quota towards the well-being of the state, for education is the basis of all true progress in any country. Such teachers are, therefore, entitled to support from the public purse. In these days of old-age pensions, it is not much to ask the benign Government of His Highness, the Maharaja of Mysore, for a small monthly contribution towards this Provident Fund at the rate of one anna per rupee of the salary of each teacher.

3. The following is a quotation from the Resolution of the Government of India on their educational policy published in the Madras Mail, dated 22nd February, 1913:—

"They (Government of India) attach the greatest importance to the *provision for the old age of teachers, either by pension or Provident Fund.* Teachers in Government institutions, and, in some areas, teachers in schools managed by local bodies, are eligible for these privileges. But it is necessary to extend the provision in the case of Board and Municipal servants, and *still more in the case of teachers of privately managed schools* for the great majority of whom no such system exists. It is not possible to have a healthy moral atmosphere in any schools, primary or secondary, or in any college when the teacher is discontented and anxious about the future. The Governor-General in Council desires that due provision for teachers in their old age should be made with the least possible delay. Local Governments have already been addressed upon this subject."

4. In accordance with the above Resolution of the Government of India several schools have started a Provident Fund, and the Government of Madras contributes its share by increasing the Government grant to the school.

5. The scheme of a Provident Fund implies that the management of the school contribute an amount equal to that contributed by the teachers, and the District Synod of the Wesleyan Mission at its last session has agreed to this principle in case of its schools.

6. The cost of the proposed scheme to Government would be, at present, Rs. 60 a month at the rate of one anna per rupee of the salary of each teacher, but this small monthly contribution is insignificant when compared with the enormous amount of pension paid to teachers retired from any Government High School. It is, therefore, not a great burden to the state, considering the great benefit derived by hundreds of students from this school, the

(a) It may not be out of place to mention here that the Government of Travancore has already made some provision in the Education Code for a Teachers' Provident Fund.

oldest English institution in the state, but this contribution will be a great boon to teachers in their old age who have spent their life for the uplifting of the children of the soil, and will greatly alleviate misery and suffering in their old age.

(a)

7. In these circumstances the teachers of the school most respectfully beg that the benign Government of His Highness, the Maharaja of Mysore, which always generously supports all schemes which tend to advance the material prosperity of the people and their education, will be pleased to give a generous and sympathetic consideration to this scheme of a Provident Fund and sanction it, and make a monthly grant of Rs. 60 towards this Fund according to the scheme outlined below, thus conferring on them the same privilege that is now enjoyed by teachers in aided schools in British India.

8. The scheme of a Provident Fund is as follows :—

Rules of the Wesleyan Mission High School Teachers' Provident Fund.

I. The Fund

1. The Fund shall consist of contributions from the Masters, school management, and the Government together with the interest on the same.

2. Every Teacher shall give a monthly contribution at the rate of one anna in the Rupee from his salary.

3. The management shall contribute every month a sum equal to that contributed by each Teacher every month.

4. The Government of Mysore shall give a monthly grant of a sum equal to that contributed by each Teacher every month at the rate of one anna per rupee of the salary of the Teacher

5. The total sum of money mentioned in paras 2, 3, and 4 shall be deposited in the Mysore Government Savings Bank or in the fixed deposits Account of the Bank of Mysore or the Bank of Madras.

6. At the end of Every Year the interest thus earned shall be divided in the ratio of the money to the credit of each Teacher on 31st December and shall be added to the Capital of each Teacher.

7. The accumlated amount, consisting of the total sum of money referred to in paras 2, 3, 4, and 6, standing to the credit of each Teacher at any time is his absolute property, except in cases provided in Para 8.

8. In case a Teacher resigns his appointment or his services are dispensed with within seven years from the date of his appointment, he is entitled only to the sum contributed by him together with the proportionate interest calculated on his contribution. The Balance of the money standing to his credit should be added to the interest of the year (see paras 5 and 6) and divided among the Teachers as provided in para 6.

9. The contribution from each Teacher towards this fund is compulsory and shall be deducted from his salary month after month by the Principal of the school or any one who may disburse the pay on his behalf. But in the case of temporary Teachers employed for a year or less their contribution to this Fund is optional.

II. Management of the Fund.

10. The Fund shall be under the management of a Committee of five members consisting of the Chief Superintendent of the Wesleyan Mission in Mysore as Chairman of the Committee, the Principal of the school as the Treasurer of the Fund, one former Principal of the school, and two senior Masters, of whom one should act the secretary and the other should keep the Accounts (free of allowances.)

A. SESHAGIRI RAO,
Headmaster.

BANGALORE CITY,
February, 1915.

S. SANTAPPA,
Secretary to the Committee.

Higginbothams Ld., Printers, Bangalore.

DIARY No. 2878-A.

10-10
SECTION Edn
FILE No. 175-14
SERIAL No. 12 A

10.15.

9th May 1915
Tuticorin
to Madras City

D.H.

Secy to Govt. ... Education Department ... Home.

Protection -

... letter Date ...
... Sec ...
... M. H., Secretary ...
... Education, Bombay,
... Government for ... mation
... Scheme
... teachers in this ... Madras, ... before
Government. His letter has been communicated to
the Government of Madras who are interested
Grant towards Provident Funds for teachers in
Aided High Schools and have a Provident Fund Scheme
also under Consideration.

No letter.

United Free Church of Scotland Mission
Madras
8th May, 1915.

Dear Mr. Santappa,

Thanks for your letter of the 4th inst.
The Government of Madras allow contributions
towards Provident Funds to be counted as part
of the Expenditure in all Recognised Schools
and give an increased Grant accordingly. The
Government of Madras have, however, a
Provident Fund Scheme of their own for a

Prescribed
the memo-
attached.

Has any
response
been re-
ceived from
L.G.?

30/4/15

8

One to Com 17.

MEMORANDUM on a Scheme for a Provident Fund for Teachers in the Aided Institution of the Wesleyan Mission High School, Bangalore.

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1. The advantages of a Provident Fund for the teachers in aided schools are so well known that it is unnecessary to detail them here. Such a scheme will attract efficient and qualified teachers, and make the staff permanent—an immense gain to any school. To the teachers it will afford certain comfort in their old age, and help them to end their days without experiencing the pinch of poverty, while, in case of death, it would be of untold blessing to the family deprived of its bread-winner.

2. It is a well-known fact that aided education is the cheapest. It costs Government several hundreds of rupees per month, besides pension charges, to maintain the local Government High School, but the Government gives a grant of only Rs. 310 a month to the local Wesleyan Mission High School which has on its roll nearly twice as many students as the other. Teachers in aided schools spread education and enlightenment among the children of the soil as do those in Government Service, and contribute their quota towards the well-being of the state, for education is the basis of all true progress in any country. Such teachers are, therefore, entitled to support from the public purse. In these days of old-age pensions, it is not much to ask the benign Government of His Highness, the Maharaja of Mysore, for a small monthly contribution towards this Provident Fund at the rate of one anna per rupee of the salary of each teacher.

3. The following is a quotation from the Resolution of the Government of India on their educational policy published in the Madras Mail, dated 22nd February, 1913:—

"They (Government of India) attach the greatest importance to the *provision for the old age of teachers, either by pension or Provident Fund.* Teachers in Government institutions, and, in some areas, teachers in schools managed by local bodies, are eligible for these privileges. But it is necessary to extend the provision in the case of Board and Municipal servants, and *still more in the case of teachers of privately managed schools* for the great majority of whom no such system exists. It is not possible to have a healthy moral atmosphere in any schools, primary or secondary, or in any college when the teacher is discontented and anxious about the future. The Governor-General in Council desires that due provision for teachers in their old age should be made with the least possible delay. Local Governments have already been addressed upon this subject."

4. In accordance with the above Resolution of the Government of India several schools have started a Provident Fund, and the Government of Madras contributes its share by increasing the Government grant to the school.

5. The scheme of a Provident Fund implies that the management of the school contribute an amount equal to that contributed by the teachers, and the District Synod of the Wesleyan Mission at its last session has agreed to this principle in case of its schools.

6. The cost of the proposed scheme to Government would be, at present, Rs. 60 a month at the rate of one anna per rupee of the salary of each teacher, but this small monthly contribution is insignificant when compared with the enormous amount of pension paid to teachers retired from any Government High School. It is, therefore, not a great burden to the state, considering the great benefit derived by hundreds of students from this school, the

1

oldest English institution in the state, but this contribution will be a great boon to teachers in their old age who have spent their life for the uplifting of the children of the soil, and will greatly alleviate misery and suffering in their old age.

7. In these circumstances the teachers of the school most respectfully beg that the benign Government of His Highness, the Maharaja of Mysore, which always generously supports all schemes which tend to advance the material prosperity of the people and their education, will be pleased to give a generous and sympathetic consideration to this scheme of a Provident Fund and sanction it, and make a monthly grant of Rs. 60 towards this Fund according to the scheme outlined below, thus conferring on them the same privilege that is now enjoyed by teachers in aided schools in British India.

8. The scheme of a Provident Fund is as follows:—

Rules of the Wesleyan Mission High School Teachers' Provident Fund.

I. The Fund

1. The Fund shall consist of contributions from the Masters, school management, and the Government together with the interest on the same.

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3. The management shall contribute every month a sum equal to that contributed by each Teacher every month.

4. The Government of Mysore shall give a monthly grant of a sum equal to that contributed by each Teacher every month at the rate of one anna per rupee of the salary of the Teacher

5. The total sum of money mentioned in paras 2, 3, and 4 shall be deposited in the Mysore Government Savings Bank or in the fixed deposits Account of the Bank of Mysore or the Bank of Madras.

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7. The accumlated amount, consisting of the total sum of money referred to in paras 2, 3, 4, and 6, standing to the credit of each Teacher at any time is his absolute property, except in cases provided in Para 8.

8. In case a Teacher resigns his appointment or his services are dispensed with within seven years from the date of his appointment, he is entitled only to the sum contributed by him together with the proportionate interest calculated on his contribution. The Balance of the money standing to his credit should be added to the interest of the year (see paras 5 and 6) and divided among the Teachers as provided in para 6.

9. The contribution from each Teacher towards this fund is compulsory and shall be deducted from his salary month after month by the Principal of the school or any one who may disburse the pay on his behalf. But in the case of temporary Teachers employed for a year or less their contribution to this Fund is optional.

II. Management of the Fund.

10. The Fund shall be under the management of a Committee of five members consisting of the Chief Superintendent of the Wesleyan Mission in Mysore as Chairman of the Committee, the Principal of the school as the Treasurer of the Fund, one former Principal of the school, and two senior Masters, of whom one should act the secretary and the other should keep the Accounts (free of allowances.)

A. SESHAGIRI RAO,
Headmaster.

BANGALORE CITY,
30th April, ~~February~~, 1915.

S. SANTAPPA,
Secretary to the Committee.

P.S

The Government of Travancore has already made some provision in the Education Codes for a Teachers' Provident Fund. SS.

Higginbothams Ld., Printers, Bangalore.

DIARY No 2917-A

SEC Edn
No. 173-14 Bangalore City
SUB-No. 73A

12th May 1915.

To
The Director of Public Instruction,
Egmore, Madras.

Sir,

Ref. No. 15 Dt 9-5-1915, I beg to submit herewith for the information of Government a copy of a letter from the Headmaster, Higher Grade School, Triplicane, Madras, stating that the Government of Madras (does not give an amount of Grant-in-aid but the amount contributed by the management.

I am,
Respected Sir,
Your most obedient Servant,
Santappa.
Secy. to the Teachers' Committee.

P.T.O.

From
C.S. Balasundaram Esqr, B.A.,
Secy to Govt. in the Depat. of Education,
Bangalore.

Respected Sir,

In continuation of my letter No. 15 Dt 9-5-1915, I beg to submit herewith for the information of Government a copy of a letter from the Headmaster, Higher Grade School, Triplicane, Madras, stating that the Government of Madras does not give an amount of Grant-in-aid but the amount contributed by the management.

I am,
Respected Sir,
Your most obedient Servant,
Santappa.
Secy. to the Teachers' Committee.

No. 456.

Hindu High School,
Triplicane, Madras,
9th May, 1915.

From

The Headmaster
Hindu High School,
Triplicane, Madras.

To

S. Santhappa Esqr. B.A.,
Secretary to Teachers' Committee,
Bangalore City.

Sir &c

In reply to your letter of the 8th May 1915, I have the honor to inform you that there is a Provident Fund for Teachers in this School. * * *

DIARY No. 3145-A

19-19
SECTION Edn
FILE No. 175/14
SERIAL No. 76 A

13

Sixth. Cir.

Madras a Com. Scheme is under preparation.

Sir,

I have the

honour to request

that you will

transmit to Government the accompanying

Scheme

of Female

Education.

I have

the

honour to be,

Sir,

Your most obedient

Servt.

Scheme

20.18.2nd B.B.Sch
Sent with file
which is before the Secy
Ans
1/6.

14th May.
Education,
Bangalore City.

C

To S. Balasundaram Esq, B.A.,
Secy. to Govt. in the Department of Education,
Salem.

Respected Sir,

In continuation of my letter No. 16 dated 12-5-1915, I beg to submit, for the information of the Government a portion of the Travancore Government Gazette Part I, dt. 2nd Feby. 1915, pages 343 & 351, containing the Correspondence and the orders on the Travancore Provident Fund for teachers in Aided Schools.

The salient features of the Provident Fund are:-

1. The Provident Fund consists of a, ...
Contributions from the teacher, management, and the Government, each contributing monthly — one anna per rupee of the salary of the teacher.
2. It is intended for teachers of all Aided schools.
3. The contribution from the management to the Fund is compulsory.
4. The administration of the Fund rests with the Government and the cost of the management of

Secretary to Govt.

No. 26 29/5/15

27th May 1915

17

Tambaram,

Pallavaram P.O.

DIARY No 3179

19-19

SECTION Gen

FILE No. 33-16

SERIAL No. 79

To

The Hon'ble Mr. V. Nanjundaraya Esq. M.A. M.L.

First Member of Council,

Bangalore

Respected Sir,

I respectfully request to be furnished with information a copy of the Proceedings of the Director of Public Instruction, Madras, No. 2766, dt 22nd May 1915, and to add that a copy of the Travancore Government Scheme of Provident Fund for teachers in Aided Schools has been forwarded to the Inspector-General of Education in Mysore as desired by him, as also a copy of the General Provident Fund of the Government of India.

I beg to remain,

Respected Sir,

Your most obedient Servant,

" Ganapathy

Secretary to the Teachers Committee.

P. T. O.

Nos. 2165 of 1915
22nd May 15.

Proceedings of the Director of Public Instruction.

Read the following paper:—

Letter from the Secretary to the Teachers' Committee, Bangalore, dated 8th May, 1915.

With reference to his letter read above, the Secretary to the Teachers' Committee, Bangalore, has enquired what the question of starting a Government Provident Fund for teachers in Aided Schools in the Madras Presidency is under the consideration of Government.

2. Pending a decision on this question, the expenditure incurred by the Managers of Schools in connection with a Provident Fund for their Teachers is taken into account in fixing the teaching grants for the School under Rule 33 of the Grant-in-Aid Code, subject to the condition that Rules for the working of the Fund are approved by the Director and that the Managers agree to merge their Fund in any General Provident Fund that may be started by Government.

(s.d) H.S. Duncan.
Dy. Director of Public Instruction.

"True"

Ootacamund
27.5.1915.

DIARY No. 3205

10-19
SECTION
FILE No.

No. 18

Sec'y. to Government in the Department of Education,

Respected Sir,

I have the honour to forward herewith, for the information of Government, a copy of the Proceedings of the Director of Public Instruction, Madras, No. 23 [illegible], dated 22nd May, 1915, regarding the Scheme of Provident Fund for the teachers of Aided High Schools in the Madras Presidency, and to state that a copy of the Travancore Government Scheme of Provident Fund, including Government Gazette of 2nd Feby, 1915, has already been forwarded to the Inspector-General of Education under your Endorsement [illegible] dated [illegible].

I have the honour, Sir,

Your most obedient servant,

for Director of Public Instruction.

[illegible]

[illegible]

[illegible]

Proceedings of the Government of His Highness the Maha Raja of Travancore.

Read again :—

(1) G. O. No. E. 1299, dated the 18th May 1914, appointing a Committee to frame and submit a scheme for instituting a Provident Fund for the benefit of licensed teachers in Private Recognised Schools ;

Read also :—

(2) Letter No. E. 1744, dated the 27th June 1914, to the Rev. F. N. Askwith, M. A., Principal, C. M. S. College, Kottayam, appointing him as an additional Member of the above Committee ; and

(3) Letter No. P. F. 17/2965, dated the 27th November 1914, from the President, Provident Fund Committee, forwarding the Report.

ORDER THEREON No. E. 208 DATED, TRIVANDRUM, 9TH JANUARY 1915.

His Highness' Government resolve to publish the Report of the Committee, with its enclosures. Orders will be issued in due course on the Report.

By order,
A. J. VIEYRA,
Chief Secretary to Government.

To

(1) The President and Members of the Committee,
(2) The Director of Public Instruction,
(3) The Gazette, and
(4) The Press Room.

REPORT.

The Government having considered that the Institution of the Provident Fund, contemplated in Rule 65 of the Education Code, should not be further delayed, they, in their Order No. E. *1299, dated the 18th May 1914, appointed a Committee, consisting of 3 members, to frame and submit a scheme for instituting the Provident Fund.

* Appendix A.

2. In this Order, the Government laid down the line on which the scheme has to be drafted. The Government were of opinion that the scheme should not be confined to any *particular class* of teachers, and that its benefits should be enjoyed by the licensed teachers of all *Recognised Private Schools* in the State, Elementary as well as Secondary, and General as well as Special. They also laid down that it should be left *to the option of a teacher employed in any institution* to join the Fund or not. The Government also undertook to contribute a sum not exceeding a third of the Fund on the assumption that the Managers of Private Recognised Schools were prepared to co-operate with the Government in the matter of the institution of such a Provident Fund.

3. The Government also directed the Committee to forward their report within a period of two months. This the Committee were not able to do, partly owing to the fact that one member (the Secretary of the Committee) had to be on tour in accordance with a pre-arranged programme, and partly due to another member (the President) having had to go on leave for about six weeks from about the 10th of Karkadagam 1089. Besides, the Government *appointed a fourth member to the Committee on the 27th of June 1914, (*i. e.*, about five weeks after the issue of their first Order). In these circumstances, the Committee were not able to hold any meeting at all before the expiry of the two months' time prescribed by the Government.

*Appendix B.

4. In the meanwhile, steps were taken to consult the views of the Managers of Secondary Schools, both Lower Grade and Higher Grade, on the matter : and also to obtain copies of the Provident Fund Rules of analogous institutions from elsewhere. With reference to the pre-amble to the G. O No. E. 1299, dated the 18th May 1914, the letter which the Director of Public Instruction addressed to the Managers of Private Schools, and the replies thereto were also obtained and perused.

5. It is seen from the Director's letter, which is a Circular Memorandum dated the 25th of October 1913, that it was addressed *only to the Managers of Secondary Schools*, that it was stated therein that a Provident Fund was proposed to be started for the benefit of teachers in the Secondary Schools under private management, that the details had not been fully worked out but that it was proposed that the Fund be managed by a Committee appointed by the Government upon which the Account Officer or some officer conversant with the Accounts of such funds would serve ; that the expenses of working the fund would be met by the Government ; and that, before these details were decided upon, it was necessary to ascertain to what extent the Managers of the Secondary Schools would be prepared to give financial assistance to the scheme. It was also mentioned in the Circular Memorandum that, out of a contribution of 30 chuckrams

for every ten rupees of monthly salary, it was proposed that ten chuckrams be contributed by the teacher, 10 by the Manager, and 10 by the Government.

6. The replies from the Managers show that they are in full sympathy with any scheme for a Provident Fund for the benefit of teachers, and that they are, many of them, willing to offer financial help by contributing a share to the Fund, though some want the Government to contribute half. The replies also show that the Managers are anxious to know the details of the scheme before they commit themselves to any definite opinion. It is also observed that the representatives of the C. M. S. and the M. T. S. Seminary of Kottayam are for an alternative scheme of an aided Provident Fund in which each management is to be permitted to have its own fund but aided by the Government. The Manager of the Leo XIII Higher Grade Secondary School, Alleppey, is for leaving the management of the Fund with the Managers, at least as an experimental measure for a time; while the Manager of the M. D. Seminary Higher Grade Secondary School, Kottayam, wants the Managers' contributions to the Fund to be deposited in the Managers' name itself till the time for the refund of the money comes. Thus the Managers of institutions in or about Kottayam seem to hold more or less the same view about the management of the Fund, while the Managers of schools elsewhere appear to agree in the proposal of the Government managing the Fund as contemplated in the Education Code.

7. The replies received by the Secretary to the Provident Fund Committee to his Circular letter of the 5th June 1914, are almost identical with the above, though by that time the Government's line of policy in regard to the Fund was made known to the public in their Order of the 18th May 1914, published in the Government Gazette in several issues. In reference to this point, the Revd. Mr. Askwith is of opinion that it would be unfair to Managers of schools, if they were made responsible for the knowledge of the Government Order of the 18th May 1914, before they sent their replies to the Secretary's letter, because no reference was made thereto in that letter. The member also stated that he himself never saw that Order and therefore thought it quite improbable that other Managers would have seen or read it.

8. The first meeting of the Committee was held on the 3rd of October 1914, and adjourned to the 5th idem. At this meeting, the draft scheme, based on the lines chalked out by the Government and prepared beforehand, was read and the various clauses in it were fully discussed, the controversial points being reserved for further discussion at the next meeting. The discussions were conducted with the policy of the Government as laid down in their Order of May 1914, clearly in view, *viz.*, that the scheme to be drafted by the Committee is to be a Provident Fund instituted by the Government, that it is to be one optional with the teachers alone and that the scheme should apply to all Recognised Private Institutions in the State, both Elementary and Secondary, General and Special. In regard to the above interpretation of the policy of the Government, the Revd. Mr. Askwith was of opinion that the policy as laid down by the Government did not contemplate the scheme being *compulsory* with the Managers, if once the teachers expressed their willingness to join the Fund. He also said that to make it compulsory with the Managers was neither desirable.

9. At the next meeting, which was held on the 17th October 1914, and continued on the 19th and the 20th also, the draft *scheme, appended to this report, was, as a whole, adopted though the Revd. Mr. Askwith (consistently with the above view of the undesirability of compelling the Managers to join the Fund if the teachers expressed their willingness to do so), suggested an amendment to Rule 5 thereof.

*Appendix C

10. This Rule 5 runs as follows :—

"It should be optional with the teachers to subscribe to the Fund, the rate of contribution being one chuckram per rupee of their pay or salary, fractions of a rupee being omitted",

and when read with Rule 8, which runs as follows :—

"Managers shall contribute an amount equal to the subscriptions by their teachers",

would make the scheme compulsory with Managers, if once the teachers elect to join the Fund.

These rules were, of course, put in, in accordance with the G. O. of the 18th May 1914. But the Revd. Mr. Askwith proposed that the Rule 5 be amended thus :—

"It shall be optional with Managers and teachers to subscribe to the Fund. The teachers shall contribute at the rate of 1 ch. per rupee of their pay or salary, fractions of a rupee being omitted".

His reasons for the amendment are, to quote his own words :—

"When Rules 5 and 8 are taken together, it would appear that in the matter of joining this Fund the Manager is in the hands of the teachers. If a teacher wishes to subscribe to the Fund, the Manager must subscribe an equal amount. I think this is wrong way round; the option should be given to the Manager, and he may make it optional with his teachers, or, on the other hand, he may make the joining of the Fund a condition under which he holds his appointment."

"Some members of the Committee are of opinion that the G. O. No. E. 1299 leaves the option of joining with the teacher, and that Managers have already committed themselves to join. The interpretation I put on the G. O. is that, whereas originally it was proposed to restrict membership to teachers in Secondary Schools, the G. O. now removes such restrictions and

throws the Fund open to all Schools. Judging from the letters before the Committee, I cannot see that the Managers have at all pledged themselves beyond approving in general terms the institution of a fund or funds; and indeed Managers of Elementary Schools have not been consulted by Government. To the teacher it is a good investment, but the Manager, however much he feels such a fund to be desirable, has to face the qustion of funds. Has he got sufficient money at his disposal to enable him to subscribe? This may not be an important question in Secondary Schools, for if necessary, fees can be raised: but in the case of Lower Grade Elementary Schools the difficulty is a real one: Government do not allow fees to be collected: so the Managers' contribution will have to come entirely from private funds, and in the case of a man who manages several such schools it may be impossible for him to find the necessary money".

11. No doubt Rules 5 and 8 would make the scheme *optional* with teachers but *compulsory* with Managers. But this is just what the Government require, and it would defeat the real aim of the scheme intended for the benifit of teachers. The Revd. Mr. Askwith's view in regard to the Elementary Schools is reasonable. The difficulty pointed out may be removed either by the Government slightly raising the salary grant of teachers in Elementary Schools or the scheme itself may, for the present, be confined to Secondary Schools, especially as there is the technical defect of the Managers of the Elementary Schools not having been consulted. With reference to the statement of Mr. Askwith that some of the members of the Committee hold the opinion that Managers have already committed themselves to join the scheme, a tabular *statement is appended of the opinions given by the several Managers of Secondary Schools. From this statement it will be seen that out of 28 Managers, who have given their opinion, so many as 14 are willing to give financial aid to the scheme as proposed by the Director.—*Vide* items in the statement marked (A). And ten are willing to give support to the scheme, but are either desirous that Government should increase their contribution from 1/3 to 1/2, or that the scheme be discussed in a meeting of the Managers, or that the details of the scheme be communicated to them.—*Vide* items marked (B) in the statement. Only three Managers are for an alternative scheme.—*Vide* items marked (C) One school has ceased to get grant-in-aid from Government and its Manager is not therefore willing to give any aid. These opinions were given in reply to the Director's circular memorandum in which it was clearly stated that the details of the scheme had not been fully worked out and that, before deciding the details, it was necessary to ascertain to what extent the Managers of Secondary Schools would be prepared to give financial assistance to the scheme. Thus the replies of the Managers cannot but be taken to mean that the Managers, with the exception of the three above specified, have consented to give financial aid to the scheme. The Committee have, therefore, adopted Rules 5 and 8 in the form given in the draft scheme.

*Appendix D.

12. Rule 17 of the original draft scheme and Rule 13 of the scheme as adopted by the Committee, are as below:—

"The general administration of the Fund shall rest with the Government, and the Government Account Officer shall keep the accounts of the Fund. The cost of the management shall be borne by the Government, and all lapses of deposits shall be credited to the Government".

Messrs. Askwith and Dharmaraja Iyer were of opinion that the lapses should also go to the Manager proportionately, since the Managers contribute on behalf of teachers as much as the Government do.

The Revd. Mr. Askwith's views on the point are given below in his own words:—

"Rule 17 proposes that "all lapses of deposits shall be credited to the Government". I cannot think that will meet with the approval of Managers. They give their money for a particular purpose, and if it is not used for that purpose they will, I think, naturally expect to have it returned to them. Probably such amounts will be small and will be of very little value to Government. To particular Managers, who find it difficult to raise funds for their schools, such lapses would be very acceptable, and I think it would be a gracious act on the part of the Government to return the Manager's share to him. For Government to claim such lapses because they are bearing the cost of the management of the Fund is like giving with one hand and taking away with the other".

In regard to the above observations, it may be stated that, as soon as the contributions from the Managers and the Government on behalf of a teacher are made, they are treated as deposits at credit of the teacher, and these, with his own subscriptions, become his absolute property, unless, by default or otherwise, he forfeits his claim thereto or to a portion thereof. The contribution by the Manager is of the nature of extra pay or salary to the teacher, for services rendered by the teacher, and that by the Government is of the nature of extra grant-in-aid. And once these are paid, they belong to the teacher, and become part of his deposit account. In case he forfeits any portion of his deposit, the lapse should go only to the Government, not in its capacity as a contributor to the Provident Fund, but because it administers the Fund and bears the cost of its management. The Government has also a right to it as to all other unclaimed property. Thus it will not be a case of giving with one hand and taking away with the other. This view of the question was explained to the members by the President; and the Secretary, Mr. K. Reghunatha Iyer, fully supported this view. The amendment was therefore lost.

13. The committee would, however, suggest to the Government that if it be found later on that the lapses, referred to in para 12 above, be either large or frequent, it may *fund* such

lapses to be utilised later on either in reducing the rate of contributions by the Managers and the Government or in giving increased rates of interest on the deposits in the Provident Fund.

14. The Committee feel bound to say a few words about Rule 12 (a), (b) and (c) of the draft scheme. According to this rule, a teacher shall become eligible to the full benefits of the contributions made by the Managers and the Government, only if he continues to serve the same school for more than 20 years, to 3/4th of the benefits for service of more than 15 but not more than 20 years, to one half of the benefits for service of more than 10 but not more than 15 years, and to a quarter of the benefits for service of more than 5 but not more than 10 years, the teacher having a service of not more than 5 years being eligible only to the refund of his own contributions. This graduated scale of refund was introduced to protect the interests of the schools and their Managers, and are also, more or less, on the lines of the graduated pensions allowed to members of the Government Establishment. Such a scale will also serve as an inducement to teachers to stick to the institutions in which they are employed.

15. The Committee would also suggest for the consideration of the Government the case of teachers already in service on the date of the introduction of the Provident Fund Scheme, so far as the application to them of Rule 12 (a), (b) and (c) is concerned. The Committee are of opinion that in their case, the services already rendered by them in the school from which they retire or with which they otherwise sever their connection honorably, should be taken into account in the determination of the percentage of contributions to be refunded to them. To make the point clear, take the case of a teacher who has put in 15 years' service in a school at the time of the introduction of the scheme, who joins the Fund and who retires after a further service in the school of six years. His total service would amount to 21 years. The Committee would recommend the full benefit being given to him of the contributions made on his behalf by the Manager and the Government under Rule 12 (a) v. If such a teacher retires after 3 years from the date of the introduction of the scheme, he would have put in 18 years' service for which he should be allowed the benefit of 75 per cent of the contributions by the Manager and the Government, as per Rule 12 (a) iv and so on. Otherwise, the scheme would not much help those already in service.

16. Some of the Managers of Secondary Schools are for allowing the Managers, of Recognised Private Schools, the option of having a Fund of their own and for the Government aiding such a Fund. The Committee are, with the exception of the Revd. Mr. Askwith, of opinion that it would not be much appreciated by the teachers, as, in the first place, there will not be uniformity of rules ; and, even if the rules be the same, there might be differences in the application of the rules. Further, the scrutiny of the accounts of the Fund kept by the different agencies would become necessary on the part of the Government. There is nothing like having one common Fund for the whole State, governed by one set of rules and managed by a single agency.

17. In conclusion, the Committee thank the Government for the honor of having been selected to serve on this Committee.

T. R. RATNAM AIYAR,
K. REGHUNATHA AIYAR,
K. S. DHARMARAJA AIYAR.

MEMO ON THE REPORT REGARDING THE PROVIDENT FUND SCHEME.

A perusal of the report will show that I differ from the other members of the Committee on certain important points connected with the rules of this fund.

I have signed the rules with the understanding that my dissent on these points would be clearly stated in the report, and that I should be allowed to write a memo on the subject to explain my views on these points. My signature attached to the rules, hence, merely denotes that I join in certifying that these are the rules as passed by a majority

I have not signed the report because there are statements made in it which I cannot accept. A large part of it has not been before the Committee at a meeting : but the report has been written and is now circulated for signatures, if approved.

I have not signed the "Tabular statement of opinion of Managers of Institutions" because I have not got the original letters by me. I have no reason to think it is incorrect, but I have no means of proving that it is correct.

The points on which I differ from the Committee are :—

1. The management of the fund.
2. The extent to which Managers have committed themselves in relation to this scheme (paras 6 and 7 of Report).
3. The compulsion to be imposed on Managers to join the fund. (Paras 8-11 of Report).
4. Lapses. (Para 12 of Report).
5. Alternative funds. (Para 16 of Report).

I will try to make myself clear on these points.

I. THE MANAGEMENT OF THE FUND

There is no reference in the Report to a discussion on the management of the fund though there was difference of opinion on the subject expressed at the meeting. In Committee I pressed for the management to be vested in a Body of Directors on which the Managers of the Private schools concerned should be duly represented; but the President ruled the proposal out as he considered it to be contrary to the Government Order, which, in his opinion, declares that Government will manage the fund.

I cannot see anything in the Government Order, to suggest that the fund is to be managed by Government, and the memo of the Director of Public Instruction of October 25,1913, addressed to Managers says "The details have not yet been fully worked out but it is proposed that the fund be managed by a Committee appointed by Government upon which the Account Officer or some officer conversant with the accounts of such funds will serve". Also the fact that the Government appointed a Committee "to frame and submit a scheme" seems to imply that the function of the Committee was something more than merely draw up rules to regulate a fund, the management of which had already been decided on.

I think it is desirable to have such a Body of Directors on which the Managers of Private schools will be duly represented because it gives the Managers more interest in the fund, and it is far better for those engaged in private enterprise not to depend on others to do their work.

2. THE EXTENT TO WHICH MANAGERS HAVE COMMITTED THEMSELVES IN RELATION TO THIS SCHEME (PARAS 6 AND 7 OF REPORT).

In para 6 of the Report it is written "The replies from Managers show that they are in *full sympathy with any scheme* for a Provident Fund" (the underlining is my own). I have not got by me the letters sent by the Managers in response to the Director's memo of October 25,1913, but I remember that some of the Managers were very guarded in the expression of their sympathy. Indeed the Report goes on to say "The replies also show that the Managers are anxious to know the details of the scheme before they commit themselves to any definite opinion".

It will also be seen that the Director's notice specifies certain points regarding the management of the fund. So if the Managers have committed themselves on that letter, they have done it subject to the statements made in the letter: but the management of the fund there referred to is very different from what the present proposed rules admit of. It will also be borne in mind that some Managers suggested alternative funds.

In para 7 the Report says "The replies received by the Secretary to the Provident Fund Committee to his circular letter of the 5th June 1914 are almost identical with the above, though by that time the Government's line of policy in regard to the Fund was made known to the public in their order of the 18th May 1914, published in the Government Gazette in several issues". I take it, and it has not been denied by the other members of the Committee, that the point of this statement is to show that the Managers expressed their full sympathy with a scheme chalked out by the Government Order. I think it is unreasonable to assume that Managers saw the Government Order before writing the replies. The Secretary's letter runs as follows:—The Government have appointed a Committee consisting of Messrs. T. R. Ratnam Iyer as President and K. S. Dharmaraja Iyer and myself as members to frame and submit a scheme for the institution of a Provident fund for the benefit of teachers of all recognised private institutions in the State. As Secretary to the Committee I request you to be so good as to favour me with an expression of your views on the scheme and the lines on which the details of the same should be worked out. An early reply will oblige". There is no reference to a Government Order in this letter, and hence what reason is there to assume that the Managers knew the contents of the Government Order before sending their replies?. I did not know anything of the existence of the Government Order when, as a Manager, I sent my reply to the Secretary's letter. Again what is there in that Order to denote the nature of the scheme except :—

(i) Membership is not to be restricted to teachers in Secondary Schools.

(ii) Membership is not to be compulsory as far as Government is concerned.

(iii) Government undertake to contribute a sum not exceeding a third of the fund.

It will be seen that the last part of para 7 in the Report does not quite represent my views. *i. e.* I cannot say that because I did not see the Government Order it is "quite improbable that other Managers would have seen or read it" but I think it is probable that some did not see it; at any rate we have no proof that they saw it.

I hold that the Managers, at any rate as a whole, have not committed themselves in this matter and I trust that no Order on this scheme will be passed by Government till the proposed scheme has been referred to the Managers for their opinions.

3. THE COMPULSION TO BE IMPOSED ON MANAGERS TO JOIN THE FUND. (PARAS 8-11 OF THE REPORT).

In para 11 it is written "But this is just what the Government require". I cannot see any reason for this statement.

(i) It is not consistent with the fact that the Director consulted the Managers.

(ii) It is not to be got out of the Government Order. The fact that option is to be allowed to teachers does not imply that Managers are to be compelled.

I cannot think that such compulsion is desirable.

(i) Managers have not expressed their willingness to join under such conditions.

(ii) It is quite contrary to all ideas of the relation of employer and employee.

(iii) For the sake of harmonious working the Manager should be given his right place; and the relation of the Government to the teachers should be only through the Manager.

Further points relating to this question are to be found in the body of the Report which quotes from a memo which I wrote for the purpose.

4. LAPSES. (PARA 12 OF REPORT).

My opinion on this subject is more or less expressed in the Report. I cannot however accept the comments made in the Report on this subject. I do not think it can be said (para 12) that "the contribution by the Manager is of the nature of extra pay or salary to the teacher". It is money which the Manager lays by to provide for his teacher in old age after long and faithful service. If the service is not long or not faithful why should the Manager pay? Under the pension system, pensions are not given under these conditions.

5. ALTERNATIVE FUNDS. (PARA 16 OF REPORT).

At the outset I express my regret that the Report has said so much in para 16 against this proposal. I wanted to lay the proposal before the Committee, but I was informed by the President that the question could not be taken up for consideration as it is excluded by the Government Order, but I was told that it should be laid before the Government in the report and I was asked to write a memo on it. The Committee has not got a statement from me on this subject, and the question has not been discussed in Committee, and yet the Report condemns the proposal made.

The objections brought against the proposal in the Report are easily met.

(i) *It would not be appreciated by teachers.* There may be some Managers who cannot work such funds to the satisfaction of their teachers, but that is no reason why others who can work them should not be allowed to have their own funds whilst those which cannot work them may join such a fund as is now proposed. A fund has been managed for agents working under the C. M. S. since 1898, it has been working well and the only difficulty has been lack of funds necessary to make it more valuable. In the College at Kottayam a fund was instituted in 1908 for the staff of the College Department: subscription to the fund was made optional to all who were then on the staff, but all joined the fund. The staff of the School department more than once petitioned that they might be allowed to subscribe; membership was opened to them in 1913 and now the fund is being worked satisfactorily for them also. Hence it is quite possible to conduct such funds to the satisfaction of the staff concerned.

(ii) *There will be no uniformity of rules.* Does not this beg the question? If the Government require such uniformity they can insist on certain rules being accepted as a condition of grant.

Again rules cannot differ very much: rules regulating such funds must be more or less the same. Even if they did vary what would it matter? There is no uniformity in other financial matters relating to the staff in the various schools, under different management *e. g.* salaries are different, terms of appointment are different. Hence why should not the rules relating to the Provident Fund vary?

Uniformity is diametrically opposed to the very idea of private enterprise. Uniformity must reduce everything to minimum whereas the object of the Manager of a well managed private school is to do his best for the institution, and not merely to rise to the minimum to which other schools may be able to rise.

(iii) *The scrutiny of the accounts.* Of course this will be necessary, but it will also be necessary in the case of the fund as proposed by the Committee. Very careful accounts will have to be kept by the Manager under the proposed system and they will have to be inspected locally. It will be quite impossible for the financial department in Trivandrum to check the correctness of the amounts sent from such long distances.

I do not think such inspection would be such a big business as may appear at first sight. The Upper Secondary Schools are few in number and need give little or no trouble. Many of the Lower Secondary Schools, can be grouped in respect to management (*e. g.* those under Missions, Syrian Communities etc.) and the accounts could be kept in central offices; the same also applies to the Elementary Schools.

I advocate such funds as an alternative to the fund proposed by the Committee though I think it is desirable to have this latter fund for schools to pay into if they do not wish to run their own funds.

I advocate the recognition of such funds as an alternative because

(i) At least one such aided fund exists in North India, and as far as I know it works well.

(ii) Such funds already exist in Travancore and I think it is most desirable to allow them to go on and to encourage them.

(iii) It is such independence which makes and fosters private enterprise. Each school exists for a particular purpose and the independence of the school is most essential to make it work out its purpose.

(iv) The proposed scheme by itself will be unwieldy because of the very large number of the contributions.

(v) The cost of working the proposed scheme will be heavy. As the Elementary Schools are to be included there will be a very large number of subscribers paying very small sums which will necessitate as much work as the large ones. What will it cost the Government? The payment through the local Cutcherries, the cost of keeping so many small accounts in Trevandrum will mean a large sum of money.

(vi) The cost of running these local funds will be comparatively small, 1 or 2 per cent; indeed I think it will cost Managers much the same to keep the accounts and submit the returns to Government for this proposed fund.

(vii) I think the money could be invested to a much greater advantage to the school *E. g.* The amount paid by the Managers will accumulate and will eventually stand at a high figure. As amounts are drawn out fresh contributions will be paid in, so that there will always be a sum at credit. The interest the proposed fund offers is $3\frac{1}{3}$ per cent but to the school the money is worth far more than that; the school has many wants, *e. g.* playgrounds, Masters' houses, etc. If the accumulated contributions of the Manager could be so invested and interest be paid on the money by the management many benefits would accrue to the school and if the investments were carefully made the money would be quite safe.

I believe the great difficulty of working such a scheme is lack of confidence in the Managers

(i) to pay in contributions regularly

(ii) to look to the security of the accumulated amounts.

My proposal is :—

I. That such a fund as is now proposed be run by the Government, or still better by a Body of Directors, for the benefit of the teachers employed by the Managers who are not in a position to conduct their own funds.

2. That schools or groups of schools such as those working under a common body (*e. g.* the Missionary Societies, the Syrian churches etc.) be allowed to conduct their own funds as recognized and aided by Government.

3. That the following principles be observed :—

(i) Such a fund be under the management of Directors approved by Government.

(ii) The rules be approved by Government.

(iii) The teacher pay one chuckram in the sirkar rupee of his salary per mensem and that these amounts be deposited in the Post Office or Anchal Savings Bank.

(iv) The management pay in an equal amount to be deposited in the first instance in the same way.

(v) Accumulated amounts deposited by the Manager may be invested otherwise at the discretion of the Directors on good security.

(vi) The teachers draw out the money subject to such a rule as rule 12 of the fund before us.

(vii) The Government pay to the teachers on retirement the same amount as paid by the Manager including interest.

21-11-14. F. N. ASKWITH.

APPENDIX A.

Proceedings of the Government of His Highness the Maha Raja of Travancore.

Read :—

(1) Representation made at the Ninth Session of the Assembly by Mr. P. M. Chacko B. A., Member, Kottayam taluk.

(2) Letter No. E. 2555, dated the 27th September 1913, to the Director of Public Instruction.

(3) D. O. No. 9538/1168, dated the 31st October 1913, from Dr. A. W. Bishop, Director of Public Instruction.

(4) Representation dated the 28th February 1914, forwarded by Mr. A. K. Varkki, Member, Town Improvement Committee, Kottayam, at the Tenth Session of the Assembly.

(5) Letter No. E. 574, dated the 25th February 1914, to the Director of Public Instruction.

(6) Letter No. 2290/1168, dated the 4th March 1914, from the Director of Public Instruction.

(7) Letter No. E. 815/35 of '13, dated the 30th March 1914, to the Director of Public Instruction.

(8) D. O. No. 3330/1168, dated the 3rd April 1914, from Dr. A. W. Bishop, Director of Public Instruction.

At the Ninth Session of the Assembly, Mr. P. M. Chacko B. A., represented that, though Rule 65 of the Education Code contemplated the institution, by the Government, of a Provident Fund for teachers, in which the licensed teachers employed in Private schools could also participate, no such scheme had yet been sanctioned, and he prayed that the Government might be pleased either to start a Provident Fund as promised in the Code, or to allow the teachers in the Private schools to avail themselves of the benefits of the State Life Insurance. This representation was forwarded to the Director of Public Instruction for report after consultation with the Managers of the Private schools in the State. Mr. A. K. Varkki, Member, Town Improvement Committee, Kottayam, at the Tenth Session of the Assembly, forwarded a representation in support of the Provident Fund Scheme, which was also sent to the Director for remarks. Dr. Bishop reported that he had consulted 30 Managers and that as many as 29 of them were in sympathy with the proposal and were prepared to render financial help. The Director was thereupon requested to frame and submit a definite scheme for the institution of a Provident Fund for the benefit of the teachers employed in the Recognised schools under private management. Dr. Bishop, in reply, has recommended the appointment of a small committee for the purpose.

ORDER THEREON, NO. E. 1299, DATED, TRIVANDRUM, 18TH MAY 1914.

His Highness' Government consider that the institution of the Provident Fund, contemplated in Rule 65 of the Education Code, should not be further delayed. The demand for this beneficial provision is keen among the teachers employed in the Private Recognised Schools. The Managers of these schools are prepared to co-operate with the Government in the matter. The Government consider that the proposed scheme should not be confined to *any particular class* of teachers, and that its benefits should be enjoyed by the *licensed teachers of all Recognised Private Schools* in the State, Elementary as well as Secondary, and general as well as special, it being left to the option of a teacher employed in any institution to join the Fund or not. The Government undertake to contribute a sum not exceeding a third of the Fund.

2. Agreeably to the suggestion of the Director of Public Instruction, the Government are pleased to appoint a Committee consisting of the following gentlemen, to frame and submit a scheme for instituting the Provident Fund.

1. Mr. T. R. Ratnam Iyer B. A., Financial Secretary to Government (President).

2. Mr. K. Raghunatha Iyer B. A., Ag. Inspector of Secondary Schools (Member and Secretary).

3. Mr. S. Dharmaraja Iyer B. A. & L. T., Headmaster, Sanathana Dharma Vidyasala, Alleppey (Member).

3. The Committee should forward their report within a period of two months. The non-official member of the Committee will be given travelling allowance for his journeys to and from Trivandrum in connection with the meeting of the Committee and will, for the purpose, be treated as a first class officer, under the Service Regulations.

By order,
A. J. VIEYRA,
Chief Secretary to Government.

To

1. The President and Members of the Committee.
2. Mr. P. M. Chacko B. A., Kottayam.
3. Mr. A. K. Varkki, Member, T. I. C., Kottayam.
4. The Director of Public Instruction.
5. The Account Officer.
6. The Gazette.

G.R.S. 26]

40

SUBJECT.. . . ..

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*Diary No. of letter replied to*___ _ ___

Section Edn

File No 75-14

Serial No.

General and Revenue Secretariat

( )

, *the* *191* .

D. O No. 240.

Date of issue 15/7/15.

To Sri

Dear Mr Rama Rao,

Signed by Jt. Secy. G. R. S.

I am desired to request you to kindly ~~send~~ furnish this office very early with a statement showing the no. of aided schools, classified according as they are High, Secondary or Primary, the no. of employees (Indian) in the Schools, their monthly salary, and the amount of contribution payable at Lanka in the Rubai

over.

CM 15/7/15

towards Provident fund by the party, management, and the Govt.

A Statement for the aided High Schools may however be sent immediately.

Yours Sincerely

Sd/-
14/7

For Secy. Ext

UC 17/7/15

List of enclosures.

Copied by

Examined by

GPB—20,000—14 2 14

DIARY No. 613

34

1915

SEP 1

Office of the Inspector General of Education in Mysore.

D.O. No. 208

Bangalore, 11th August 1915.

My dear Mr. Ramachandra Rao,

In reply to your D.O. No.2401/Edn. dated 14th July 1915, I enclose a statement showing the number of Aided Schools, classified, according as they are High, Secondary or Primary, the number of employees (Indian), their monthly salary and the amount of contribution payable at one anna in the rupee towards the proposed Provident Fund.

The amounts noted here are only approximate. Replies to letters regarding the exact number of teacher in the Secondary Schools and the Primary Schools have not yet been received. It may take some time for them all to come. So, only approximate amounts are given under these headings.

Besides salaries of teachers in these schools are subject to variations and the number of teachers also

also is liable to variation. Roughly calculating, Government will have to contribute about Rs.1,500 a month or about Rs.18,000 a year. This amount may rise to Rs.25,000 in another year or two, when 1,000 or 2,000 more grant-in-aid schools are started.

An equal sum will have to be paid by the management and the party. In other words, according to this proposal, the party pays one anna, or 1/16 of his pay and gets <u>three times</u> as much; whereas a Government servant pays 1/10 of his pay and gets in return, as Insurance Bonus, just about as much he pays.

Yours sincerely,

K. Chamarao.

Grade of the Institution. (High, Secondary or Primary).	Total number of Institutions.	Total number of employees (Indian)	Amount of salary			Amount of contribution at one anna in the rupee.			Remarks.
			Rs.	A.	P.	Rs.	A.	P.	
High Schools	7 (includes the 2 Sanskrit Colleges at Mysore and Melkote)	165	4,703	0	0	293	15	0	
Lower Secondary Schools	63	324	4,532	0	0	283	4	0	Approximate.
Primary Schools	1,425	1,759	13,752	0	0	859	8	0	Approximate.
Total	1,495	2,248	22,987	0	0	1,436	11	0	

Rs.

Inspector Journal

Praidcul fund for
Officials of aided schools
not necessary.

G.R.S. 28]

For File No. 175-14
Serial No. 2

*Diary No. of letter replied to*_____

GENERAL AND REVENUE
SECRETARIAT.
( )

Proceedings of the Government of His Highness the Maharaja of Mysore

, *the* 191 .

READ—

Letter no. 1636 3/731 9

31. 3. 15 from the D.P. of Edn in Mysore forwarding a letter of 20. 2. 15 from the Secy. to the Provident Fund Committee, Wesleyan Mission High School, Bangalore, submitting a Scheme for a Provident Fund for the teachers of the School, and stating that as the benefits of the State Life Insurance

over.

Date of issue 21-12-15.

Signed by Asst. K. Subba Rau

ORDER THEREON. No.

SUBJECT.

GPB—50,000—1-12-12

Scheme have been extended to
the teachers of aided schools,
there is no necessity for a provident-
fund.

2. Corresp^ce ending with letter
dt 11. 8. 15 from the same officer
on the subject.

Ordered 2/90-1.

Govt. agree with the D.P.I. in thinking
that as Govt. insurance has
been thrown open to the officials
of ~~the~~ aided schools, ~~the~~ it is unnecessary that Govt.
~~proposal to~~ should help
the institution of
provident fund ~~is unnecessary~~ by the granting of a subvention or
other concession.
The Secretary to the Provident Fund Committee, Madras may be informed accordingly
with a copy, of Board's, may be informed accordingly

Letter ex. A. 17.1.16 M 9/12

dt 7-12-15

To the D.P. of Edn.

" ~~Certified for information~~ subject to a
See: State Life Insurance Committee.

16/12/15